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6-1-1992

Salt Lake City Board of Education and Salt Lake Teachers Association (1992)

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Salt Lake City Board of Education and Salt Lake Teachers Association (1992)

Keywords

collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

Comments

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1992 NEGOTIATIONS

The teacher's salary schedule will be increased by 3%

Employees will be offered the option to maintain their current medical insurance program by paying the difference in monthly premiums through a "125" plan. Employees who do not wish to pay the additional premium required will be offered the Health Choice or Select Care "alternative" (5% increase) plan.

80% of Teachers who attended the Insurance meeting voted to accept this plan.

ARTICLE 1 DEFINITIONS

1.11 Hours. Unless otherwise prescribed all references to hours in this Written Agreement shall be used exclusively for accounting purposes.

Language Clarification

ARTICLE 2 CONTRACTUAL EFFECT

2.5 Binding Effect.
This agreement shall be binding upon and enforced by both parties.

Makes both sides work to enforce the contract.

ARTICLE 10 STAFFING AND STAFF REDUCTION

10.4.2.1 Delete language

10.4.3 Assignment /Load Committee. Concerning class size the committee shall: (a) meet and make recommendations to correct inequities on class size and load, (b) meet monthly and more often if business dictates. (c) review reports from SIC on class size allotment and teacher loads. (d) develop guidelines on classroom student numbers, which can be used for by teachers and administrators to make an appeal for relief (See Article 14.3.4 for composition of committee.), and (e) will monitor elementary class size

Incorporates this committee into Class Size and Load Committee.
Defines role of Class Size Committee more clearly.

and secondary teacher loads, and make suggestions to improve upon maximum and minimum class size/teacher loads recommendations.

- 10.4.5 Teaching Schedule and Curriculum. The School Improvement Council will evaluate the proposed next--year teaching schedule and curricular offerings of the school--~~it~~--when it is first developed, when it is being developed, and approve the tentative schedule (1) prior to the ending of the school year, (2) at the beginning of the school year, and (3) at the semester change. The School Improvement Council shall assist the administration in seeing that teaching loads as well as individual sections are equalized.

Makes sure schedule is approved by SIC before ending of school in the Spring.

Also makes the Administration more accountable.

ARTICLE 11

- 11.2.1.2 The principal may suggest an alternate method of evaluation which may be accepted or rejected by the teacher(s) involved providing that the intent of Written Agreement section 11.1. Evaluation Process, is followed and that the alternative method is approved by the school supervisor. (Alternative evaluation might include but is not limited to evaluation based on appropriate measures of student growth).

Gives more freedom in the evaluation process. Note: teacher may insist that the standard method of Evaluation be followed.

Changes in article 11.3 TO 11.4.13 (Administrative Assistance, and Remediation) will be looked at through the continuing efforts of the committee set up in the 1991-92 negotiation agreement.

PRNF has been and will continue to meet with Dale Manning to revise this Article.

ARTICLE 14

All items pertaining to transfer especially as noted in article 14 will be turned over to an advisory consultant who will bring back recommendations for negotiation next year.

Removed mandatory rotation from table and allows for an outside consultant to study and make

15.4 SCHOOL IMPROVEMENT COUNCIL.

recommendations on the transfer problem.

15.4.1.1 Elementary Schools. One representative from primary grades, one representative from the intermediate grades, the SLTA faculty representative, principal and ~~secretary---or---custodian~~ one representative from the classified employees.

Includes Food Service in the Classified listing.

15.4.1.2 Intermediate Schools. One representative from the non-academic following areas: business, computer literacy, vocational, fine arts, physical education; and one representative from the academic subject following areas: English, social studies, science, mathematics, foreign languages, computer programming, special education, alternative education, English as a second language and health; the SLTA faculty representative(s), principal, and one administrative assistant, one representative from the counseling staff, faculty advisor to student government (if other than administrator), community school coordinator and ~~secretary---or~~ custodian one representative from the classified employees.

Does away with academic and non-academic terms.

15.4.1.2 High Schools. One representative from the ~~non-academic-subject-following~~ areas: business, computer literacy, vocational, fine arts, physical education; and one representative from the academic-subject following areas: English, social studies, science, mathematics, foreign languages, computer programming, special education, alternative education, English as a second language and health; SLTA faculty representatives, one representative from the counseling staff, faculty advisor to student government (if other than administrator), community school director, principal and one

Includes food service in classified representation.

Same as Intermediate Schools

assistant administrator and secretary or custodian one representative from the classified employees.

- | | | |
|-----------------|--|--|
| 15.4.9 | Referral (SIC) Items which cannot be resolved by the School Improvement Council may will be referred to the Administration <u>Superintendent</u> and Association in writing by the Chairman of the Council, or--the chairman--may--go--directly--to--the Superintendent. <u>The Superintendent will respond to all parties concerned within ten (10) working days.</u> | L a n g u a g e
clarification |
| 15.7.2.1 | Planning Periods. Planning periods for all teachers in the secondary schools shall be equivalent--to <u>no less than one period per day</u> based on a seven period day. Teachers who accept a teaching assignment during their planning time will be paid at 1/6th of their daily rate for actual days worked. (This is not applicable to teachers involved in innovative practices.) | L a n g u a g e
clarification |
| <u>15.7.2.2</u> | <u>Use of Planning Time. Use of planning time shall be at the professional discretion of the teacher. The principal or a designee will be notified if such planning requires the teacher to be out of the building.</u> | Gives more freedom
to teachers. |
| 15.7.8 | Budgets. Members of the School Improvement Council shall provide <u>feedback--into--the--structure--of--give feedback to the principal on the use of resources in individual school budgets, and--a--copy--of--each--budget will--be--distributed--quarterly--to--the teachers--in--the--school. At the beginning of the school year (September), the principal will provide information to the SIC on expenditures from individual school budgets during the previous year and information on planned expenditures for the current year. In the spring of the year (April), the principal</u> | Makes administration more accountable and allows teachers to play a role in forming and evaluating all school budgets. Note: The principal still has the final say in these budgets. |

will provide information to the SIC on expenditures for the current school year and planned expenditures for the balance of the year and the succeeding year. This information will be available to each individual teacher and will be in such detail and form as is agreeable to the SIC. Individual school budgets are budgets such as the following: School Improvement Budgets, High School Site Based Budgets, Supply and Textbook Budgets, Library Book Budgets, A V Supplies, Periodicals, Field Trips, Discretionary Equipment Budgets, Elementary P.E., Career Ladder Budgets, Intermediate Intramural Budgets, High School E.B.C.E. Budgets, Advance Placement and I.B. Budgets, H.S. Girls Activities Budgets, High School Activities and Transportation Budgets.

15.7.9

Teacher compensation. When teachers are required to attend Back to School Night or Parent Teacher Conferences outside of the regular school day, compensatory time will be determined by the SIC following state and district guidelines on an hour for hour basis.

Teachers to receive fairer compensation for teacher conferences.

ARTICLE 16

~~16-5-1~~ 16.1 Professional growth . (no additional change)

Makes lane change process fairer and easier.

~~16-1~~ 16.2 Salary Lane Adjustments.

~~16-1-1~~ 16.2.1 Adjustments in salary lanes due to completion of additional training will be effective the first day of the teacher's contract year providing the credits are appropriately documented in the Personnel Office between April 1 and September 15 (July 15 for year round schools).

~~16-1-2~~ 16.2.2 Adjustments in salary lane requested between September 16 (July 16 for year round schools) and

March 31 shall be effective the first day of the month following ~~Board approval~~. Such requests must be filed by the fifth day of the month in order to be processed for approval.

16-2 16.3 Lane Change Qualification.

A teacher desiring to qualify for a lane change must submit to Personnel Services (a) a listing of the credits justifying the lane change on forms provided by Personnel Services and ~~(b) official transcripts of credits or other evidence of completion of the credits, acceptable to the District Certification Review Committee.~~ Official transcripts and/or documentation of completion and acceptance for credit of all courses requiring DCRC approval must be attached.

16-3 16.4 Salary Movement. (no additional change)

16-4 16.5 District Certification Review Committee. (no additional change)

16-5 16.6 Criteria for Credit.
~~Criteria for additional credit allowance shall be as follows:~~
16-7 16.6.1 University Credit.
University credit either undergraduate or graduate must be approved ~~for compliance with established criteria by the District Certification Review Committee and must be~~ earned subsequent to completion of the most recent degree and qualification for certification and does not need to be approved by D.C.R.C

16-5-3 16.6.2 In-Service Training.
In-service training courses/workshops conducted by the District or any school shall receive credit upon approval of the In-service Education Committee. In-service credit shall be awarded for approved classes on a

ration of 1 credit quarter hour for each 10 hours of classes in class. In-service courses from outside the District must be submitted to the District Certification Review Committee.

~~16-5-2~~ 16.6.3 Courses- Acceptable Credit and Expectations.

Classes In-service courses/workshops based on the following criteria will be ~~granted--acceptance--of--credit~~ acceptable for salary lane change:

- a. Courses in the area of teaching major or minor.
- b. Courses in the area of present teaching assignment.
- c. Courses that meet the district goals.
- d. Courses that meet the needs of the district including classes in multicultural awareness, mathematics and science.

~~16-5-4~~ 16.6.4 Unacceptable Credit and Exceptions. (no additional change)

~~16-8~~ 16.7 Verification of Credits. (no additional change)

~~16-6~~ 16.8 Graduate Degrees. (no additional change)

~~16-7-----~~ University-Credit-

~~University----credit----either undergraduate or graduate must be approved----for----compliance----with established criteria by the District Certification-Review-Committee and must----be----earned----subsequent----to completion----of----the----degree----and qualification for certification-~~

~~16-8-----~~ Verification-of-Credits

~~All--credit--must--be--verified--by official--transcripts--or--other evidence--of--the--completion--of--the credits--acceptable--to--the--District Certification-Review-Committee-~~

16.9 Prior Approval. (no change)

16.10 Effective Date. (no change)

16.11 Schedule Footnotes.

16.11.3.1 Teachers who complete 15 hours of course work that is required by their teaching assignment for additional subject matter endorsement shall be automatically moved from the B+ 60 lane to the Masters lane upon application for lane change and verification of the new endorsement.

16.12 Cooperating Teachers. (no change)

16.13 Preparation Compensation.
(no change)ARTICLE 19
INSURANCE

19.1 Basic Coverage. The Board shall continue to make available to teachers and their dependents, group insurance for hospital, surgical, extended medical, dental, and life insurance during the summer vacation period and until the beginning of the next official school year, provided the teacher shall have completed service for the full period of this contract. The insurance policy shall be reviewed annually by the Association and the Board and adjusted to current medical and hospital charges. ~~If an insurance carrier change is being considered, the Association will be included in the --- district --- meeting(s) --- and/or discussions regarding this change.~~ The district will maintain an insurance committee with representation on such committee from the Association and bargaining units for other classifications of employees. The insurance committee will evaluate the district's insurance benefits and develop plans to achieve the best possible efficiency for the district and its employees. These plans will be recommendations to the district and the Association. The district will change insurance benefits only through negotiation with the

Formalizes how changes are made in insurance programs. Defines how insurance benefits are changed.

Association, however the district retains the right to choose the provider of those benefits (insurance company, self insurance, etc.) The district will change the benefit provider only after discussion and input from the Association.

ARTICLE 21 RETIREMENT

21.4 Early Retirement

21.4.1 Eligibility. Any teacher employed by the Board for at least ten (10) years and who qualifies for State Retirement benefits may choose to receive District Retirement benefits until age 65 or for a maximum of five (5) years, whichever comes first. This shall apply to the eight (8) qualified applicants and for an additional two (2) qualified applicants who will receive the insurance benefits as described in Article 21.4.2.2 only. The SLTA shall determine and conduct the application and selection process for early retirement of the eight (8) qualified applicants and the additional two (2) qualified applicants. An additional three (3) qualified applicants shall be granted early retirement benefits provided it is determined by mutual agreement of the Association and the administration after an examination of service, seniority, and how such retirements serve the best interest of the district and the teacher(s).

Allows two more people to retire early, however, they will receive no incentive pay to retire, only insurance benefits for up to five years.

Unnumbered Proposal

The association and the District shall study options and recommend ways to reduce the number of days that teachers are taken from the classroom for district meetings, inservice activities, and committee meetings.

Salt Lake City School District
 1991-92
 CERTIFIED TEACHERS
 "D" Schedule #84

Step	Bachelors Certificat	Bachelors +30 & Certificate	Bachelors +60 & Certificate	Masters Certificat	Masters +30 Certificat	Masters +60 (Ed S) & Certificate
13					37,817	39,066
12				35,302	36,020	37,207
11			33,573	33,574	34,740	35,903
10		31,153	31,932	32,379	33,512	34,645
9	29,276	29,573	30,770	31,234	32,344	33,450
8	27,680	28,444	29,657	30,119	31,196	32,273
7	26,564	27,360	28,557	29,037	30,097	31,158
6	25,465	26,327	27,538	28,004	29,033	30,057
5	24,412	25,324	26,519	27,014	28,012	29,008
4	23,411	24,367	25,565	26,043	27,025	28,006
3	22,440	23,459	24,641	25,118	26,075	27,033
2	21,498	22,554	23,731	24,210	25,135	
1	20,592	21,706	22,873	23,352	24,242	